GAYATHRI

Institute of Technology and Management

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Research & Consultancy Incentive Policy Document

(Effective from January 2026)

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I. Establishment of Policy for Promotion of Research:

Gayathri Institute of Technology and Management (GITM), formerly Pulla Reddy Institute of Computer Sciences and established in 2007, is a premier institution in Telangana with Research and Development as a core institutional priority embedded in its vision and mission. The institution is committed to promoting a culture of quality, innovation, and continuous improvement in education, research, and societal engagement.The Research & Development Centre at GITM serves as a key driver for scientific inquiry, innovation, and knowledge creation by encouraging students, faculty, and research scholars to engage in research, problem-solving, and technology development. With a strong focus on capacity building, infrastructure development, faculty incentives, research training, and knowledge dissemination through conferences and workshops, GITM has systematically strengthened its research ecosystem.Through sustained efforts over nearly two decades, GITM has evolved into a research-driven academic institution with growing doctoral programs and multidisciplinary research initiatives across Engineering and Management disciplines. This R&D Policy consolidates these initiatives into a structured framework to promote innovation, support quality research, enhance societal impact, and position GITM as a center of excellence in higher education and research.

Objectives:

1. To foster a vibrant research culture that promotes core, interdisciplinary, and high-impact research across disciplines, leading to quality publications and intellectual property creation.

2. To build a supportive research ecosystem through internal seed funding, infrastructure development, and facilitation of externally sponsored research projects.

3. To promote innovation, product development, consultancy services, translational research, and effective technology transfer for societal and industrial impact.

4. To establish Centres of Excellence in emerging and strategically important areas of science, technology, and management.

5. To strengthen partnerships with academia, industry, research institutions, and professional bodies, and to promote international conferences, seminars, workshops, and research platforms for knowledge sharing.

6. To uphold ethical standards, integrity, and responsible research practices through transparent governance and quality assurance mechanisms across all research activities.

The specific functions of the R&D Cell:

1. Promote and sustain a strong research culture across the institution.

2. Develop, implement, and monitor departmental research and publication strategies aligned with institutional research goals.

3. Mobilize and manage research funding, including internal seed funding and external funding opportunities.

4. Establish and strengthen national and international academic and research collaborations.

5. Guide and support faculty and students in the patent filing and intellectual property protection process.

6. Facilitate inter-departmental and interdisciplinary research initiatives and projects.

7. Promote industry linkages through industrial collaborations, visits, and joint research programs.

8. Organize expert lectures, seminars, and talks by eminent scholars and industry professionals on emerging and advanced topics.

9. Enable outreach activities and extension programs contributing to societal development and nation building.

10. Periodically review the progress of departmental research activities in coordination with Heads of Departments and Research Coordinators.

11. Motivate and support students to participate in State, National, and International research projects, competitions, and innovation challenges.

12. Submit annual research performance and progress reports to the Academic Council and IQAC.

13. Disseminate information on funding agencies, research schemes, and recent calls for proposals on a regular basis.

II. Policy on Promotion of Academic Research:

A comprehensive Faculty Research and Academic Development Policy shall be formulated and implemented to promote active faculty engagement in research and developmental activities. This policy will address faculty advancement through higher education, continuous professional development, and scholarly publications.A structured policy framework shall also be established

to encourage faculty enrolment in Ph.D. programs and to provide well-defined incentives for Ph.D. holders and faculty members publishing research articles in reputed and high-impact journals.

A dedicated policy has been formulated and implemented, as detailed in **ANNEXURE–I**.

III Policy on Seed Money for Internal Research:

a) Every faculty is eligible to apply for internal project which shall lead to collaborative / externally funded research projects.

b) The college shall provide the basic infrastructure required to conduct research projects.

c) Faculties are encouraged to identify inter-disciplinary research in their chosen field of research.

d) All innovative projects of faculty completed using the seed money are earmarked for filing patents. Further, suitable recognition and remuneration will be given to those faculties with patents.

e) Faculty members shall take appropriate actions to get their innovations covered by IPR and copyright protected.

A policy in this respect is prepared and implemented as shown in **ANNEXURE-2**.

IV Policy on Centre of Excellence

The college shall develop and nurture Centre for Excellence in the frontier areas of research which shall be open to faculty, students and industry persons to conduct research. It is the commitment of the college with an aspiration to attract funding from governmental / international agencies and industry from relevant sectors. We strive to establish Centre of Excellence funded by AICTE / UGC / shall be. The college shall develop and nurture Centre of Excellence in the frontier areas of research which shall be open to faculty, students and industry persons to conduct research.

V Policy on Consultancy Projects

The college recognizes that Consultancy is an effective way to disseminate knowledge and committed to make it accessible the available faculty expertise through service to industry and society.

The college, as a socially responsible institution wants to make an early and direct impact on society through consultancy, whereas maintaining balance between consultancy and the traditional roles as a teacher. All Research and Non-research consultancies are governed by the established norms as described in the Policy on Consultancy Projects.

A policy in this respect is prepared and implemented as shown in **ANNEXURE-3**.

VI. Policy on Innovations, Incubations and Entrepreneur Development

The college shall promote Innovations, Incubation, and Entrepreneurial Development among the teachers and students leading to development of innovative, commercially viable and socially relevant products / materials which shall lead to Patents and Copyrights.

A policy in this respect is prepared and implemented as shown in **ANNEXURE-4**.

VII. Policy on Ethical Research

A policy in this respect is prepared and implemented as shown in **ANNEXURE-5**.

VIII. Establishment of Intellectual Property Rights (IPR) Cell

Steps shall be taken to establish an Intellectual Property Right Cell to assist the researchers and inventors to get protected their inventions and intellectual properties. A separate cell shall be created with the assistance from Central and/or state government.

A policy in this respect is prepared and implemented as shown in **ANNEXURE-6**.

IX. Incentives

A policy in this respect is prepared and implemented as shown in **ANNEXURE-7**.

CONSTITUTION OF RESEARCH ADVISORY COMMITTEE

A Research Advisory Committee (RAC) has been constituted to promote innovative, industry-relevant, and high-impact research among faculty members, with a focus on quality outputs, accuracy, societal relevance, and commercialization potential.

Composition of the Committee:

- Principal & Secretary – Chairperson
- Six senior faculty members nominated by the Chairperson
- One Coordinator

Research Advisory Committee – Regulations

i. The Committee shall meet at least once every semester to review and guide institutional research activities.

ii. Ad hoc and emergency meetings may be convened by the Chairperson as and when required.

iii. Any proposed changes in existing research programmes, schemes, or activities shall be placed before the Committee for review and mandatory approval.

iv. The Chairperson shall be empowered to monitor, evaluate, and oversee the progress and performance of all research activities of the institution.

v. The Chairperson shall be vested with the authority to take strategic decisions and corrective actions, and to formulate, revise, and update research policies in accordance with the guidelines and regulations of UGC, NAAC, AICTE, OU, and other statutory bodies, as well as institutional policies approved by the Governing Council from time to time.

POLICY ON PROMOTION OF ACADEMIC RESEARCH

1. Faculty members in service who do not possess a Ph.D. degree shall be encouraged and required to register for a recognized doctoral program.
2. Each department shall undertake focused and thematic research in identified priority areas, with faculty mandatorily publishing research outcomes and project results in SCI/SCIE, Web of Science, Scopus, and UGC CARE indexed journals.
3. Faculty researchers shall ensure the quality, originality, and academic integrity of all research publications, and mandatory plagiarism screening shall be conducted prior to journal submission.
4. All UG, PG, and Ph.D. student projects shall be research-oriented and aligned with institutional research priorities.
5. Faculty members supervising Ph.D. scholars shall be eligible for supervisor incentives as per institutional research incentive policies.

ANNEXURE-2

POLICY ON SCHEME FOR RESEARCH SEED MONEY

Introduction

Jakkula Educational Society always strives to boost the application of technological advancement for the benefit of the Society. The trust always encourages the inspired brains to innovate through research for which it extends support in the form of Research Seed Money. The foremost objective of this scheme is to provide financial assistance to initiate research in Management and Engineering Technology streams.

Eligibility

Any faculty member, who is willing to be a Principal Investigator (PI), shall be currently working in GITM College, and shall make application for seed money along with one or two more inspired faculty members / students who have the fire to innovate and achieve the goals in a given time frame.

Proposal Format & Methodology

1. A willing faculty researcher shall submit application for seed money in the prescribed format in duplicate to the Convener, Research Committee.

The proposals (not more than 1,500 words / 5 pages) must be in the prescribed format with following broad based information:

a. Statement of the Problem / Introduction

b. Literature Review

c. Research methodology

    i. Title of the study

    ii. Objectives

    iii. Physical Areas

    iv. Sampling Procedure

    v. Data Collection / Sample Collection

    vi. Lab Analysis / Statistical Analysis

    vii. Expected Outcomes

d. Time Frame

e. Budget with justifications

Important Dates

The schedule for selection process will be as follows:

☐ Call for Applications :1st July (every year)

☐ Application submission Last Date :5th August (every year)

☐ Award of Seed Money after scrutinizing :5th September (every year)

Rules for grant of Seed Money:

1. These rules shall be known as 'Rules of Scheme for Research Seed Money'.

2. The teachers / faculty members working in Research committee are eligible to make application seeking Seed Money.

3. Financial assistance is limited to specific items of expenditure or to cover a part of the expenditure on the specific budgetary items.

4. The scheme is implemented with a view to provide seed money in the form of grants to promote research work in Management / Technology with particular relevance to the Socio-economic development of the Telagana region with social relevance, industrial development and technology adoption.

5. The maximum eligible funding for a project is limited to ₹.150,000/-.

6. Subject to availability of funds, proposals will be scrutinized by a Research Committee as nominated by the Principal / Secretary.

7. The recommendations of the Research Committee shall be forward to the Principal / Secretary of Research Committee for approval and subsequent sanctioning of grants in favour of recommended proposals submitted by the faculty members.

8. Financial assistance will be released directly to the Principal Investigator.

9. The date of start of the project shall begin from the date of approval as mentioned in sanction order irrespective of the actual date of release of grants.

10. The project duration is limited to a maximum of 12 months (1 year).

11. The progress report and utilization of funds shall be reported on completion of six (6) months.

12. The whole or part of the grant that remains unutilized within the prescribed time limit should be refunded.

13. The recipient / awardee shall comply, with such other conditions as may be suggested in the 'guidelines' issued in this regard from time to time.

14. The investigators shall make a presentation of the outcome of the research before a committee constituted for the purpose.

15. On completion of the project, 2 copies of the final project report shall be submitted to the Principal / Secretary through head of the department after getting the scrutinized and approved by the Convener of the Research Committee.

16. The Utilization Certificate (UC) and Statement of Expenditure (SE) must be submitted along with final report of the project countersigned by the Head of the Department and Convener of the Research Committee.

17. When the Principal Investigator (PI) wishes to leave the Institution, then it is the responsibility of the PI to inform the same to the Principal through Research Committee. And in turn the Principal, in consultation with Research Committee and the Head of the Department, shall evolve steps to ensure successful completion of the project, before relieving the PI.

18. 18. After the completion of the projects the Awardees / Investigators must publish the reports / findings in the form of scientific papers in UGC Approved Journals and/or other popularly and internationally recognized journals.

19. In the case of sharing of commercial values generated, the following shall be the norms to be adopted:

a. The ownership of the knowledge generated from the project will be jointly owned by the College and the Awardee, as detailed below:

i. The college holds the right to benefits to the extent of the financial assistance provided by the college and

ii. 10% of the market value of such knowledge generated.

b. While publishing reports / research articles in the journals, the Awardees / Investigators must acknowledge:

(i) the Institutional Affiliation of the Investigators and

(ii) That the grant is received under the Scheme of Research Seed Money extended by Jakkula Educational Society

ANNEXURE-3

POLICY ON CONSULTANCY PROJECTS

GITM has prepared and launched this Policy on Consultancy Projects to be undertaken by the faculty members, with effect from July 2017. The details are as follows:

Consultancy

Research Committee recognizes that Consultancy is an effective way to disseminate knowledge. We are committed to make our expertise available through service to industry and society. We want to make an early and direct impact on society through consultancy, still able to balance between consultancy and the traditional roles as a teacher. It is the consultancy policy that ensures that there is a consistency between the colleges strategic research policy and priority and the consultancies undertaken and also ensuring that the costs are sustainable.

Consultancy Policy

All Research and Non-research consultancies as described in this Policy are governed by the following guiding principles

a) There should be demonstrable benefit to the College from the consultancy through income, enhanced reputation, and/or expanding the expertise of the staff member.

b) The Consultancy must not be in conflict with Research Committee Research and Extension.

c) The staff who undertake shall ensure that there won't be any contradictions between policies such as employment, Code of Conduct, etc.

d) The Consultancy must not be in conflict with the functions, objectives or interests of the college or damage the college's reputation.

e) At a minimum, the salary and on-cost charges set by the College Management must be applied to all project budgets. All Consultancies are required to include overheads.

f) Staff members shall not undertake external research activities where no formal agreement has been authorized by the College.

Research Consultancy

A Research Consultancy exists where an academics staff member provides research skills or expertise in return for remuneration from an external funder. A Research Consultancy may be the outcome of a tender or an individual negotiation.

Non-research Consultancy

Non-research Consultancies include non-research activities performed under contract for a third party. Non-research Consultancy would include the provision of professional services to external agencies for a fee. This would include, but not be limited to, routine laboratory and

other testing of materials, devices or products, analysis of data such as market surveys, opinion surveys etc. The provision of professional services such as designing, legal and medical advice is undertaken by members of faculty and staff.

Norms to undertake Consultancy

a) The members undertaking consultancies are permitted to engage in Research and/or Non-research provided these consultancies do not interfere with the discharge of their duties as a teacher.

b) Consultancies shall be undertaken only with the approval of the designated Principal / Secretary through Chairman of Research Committee.

c) No limit is placed on earnings. However, there is a limit on the time spent on Consultancy.

d) Academic Staff may spend one day per week on approved Consultancies, with a maximum of 48 days per year.

e) Variations to this time commitment require the approval from Principal / Secretary.

f) A lesser time commitment may be approved when the proposed Consultancy interferes with the discharge of responsibilities.

g) Faculty members must obtain written permission from the Principal / Secretary to undertake Consultancies.

Benefits of Consultancy:

The college provides the following benefits to staff undertaking Research or Non-research Consultancies:

a) The revenue generated from consultancy project will be shared 60:40 between the College and the faculty concerned.

b) The revenue generated mentioned above strictly meant the amount unspent after settling all the bills / expenses pertaining to the consultancy project.

c) Access to the College resources such as technical and administration staff equipment and telecommunications, subject to approval by the HoD or Office.

d) Entitlements to use the College's name and reputation, providing it are not brought into disrepute.

e) Ability to make reference to their College position and title in connection with the work.

f) If more than one member take up the consultancy project then 40% amount shall be shared equally or as agreed by them.

g) In case of any private Consultancy offered by a faculty in her/his personal capacity but that

staff member accesses any of these benefits in the course of undertaking the work will be regarded as a Research or Non-research Consultancy and subject to the conditions of this Policy.

Approval for undertaking consultancy projects:

All College approved Consultancies are required to be approved and managed in accordance with this Policy, associated documents, and other College policies. Applications to conduct Consultancy are required to be approved through.

Exemptions and Variations

Exemptions to the above terms and conditions / norms and variations if any to the standard overhead charge must be determined at the time of application, explicitly noted on the Research Funding / Consultancy Application coversheet, and approved by the Principal / Secretary

Transfers in from Other Institutions

In cases where a Research or Non-research Consultancy or grant is transferred to the College from another research organization, the overhead will not be taken from the funds where the awarded budget did not include an overhead component. In cases where a grant is being transferred to SRCAS from another research organization and overheads are permissible in accordance with the funding schedule, the agreed overheads awarded will be withheld by the College.

Conflict of Interest

Engagement in consultancies must not create a conflict of interest, perceived or actual. Any conflict of interest, actual or perceived must be reported to the Principal through Chairperson of Research Committee for resolution. A conflict of interest may arise where an employee engages in consultancies at the expense of the College's interests or the interests of other employees or students.

Intellectual Property in Consultancies

Any intellectual property arising from any Research and Non-research Consultancies will be governed by the Intellectual Property Policy

ANNEXURE-4

INNOVATIONS, INCUBATIONS AND ENTREPRENEURIAL DEVELOPMENT

Gayathri Institute of Technology and Management (GITM) is committed to promoting innovation, incubation, and entrepreneurial development among faculty and students, leading to the creation of innovative, commercially viable, and socially relevant products, technologies, and solutions that contribute to intellectual property generation through patents and copyrights.

The policy framework adopted by GITM in this regard includes the following:

a) The Research Committee shall establish and strengthen a Centre for Innovation and Incubation to inculcate a culture of creativity, innovation, and entrepreneurship among students, faculty, and young researchers.

b) The Innovation and Incubation Centre shall organize ideation programs, innovation challenges, startup bootcamps, and platforms for identifying innovations emerging from academic research, funded projects, consultancy assignments, and research-based developments.

c) All significant inventions and research outputs with commercial or societal potential shall be supported for incubation within the institutional incubation ecosystem, which shall be strengthened and upgraded periodically.

d) Potential student innovators shall be identified and supported to select incubated ideas/products for large-scale development through the establishment of independent startups and entrepreneurial ventures.

e) The Entrepreneurship Development Cell (EDC) shall design and deliver structured training programs for incubatees, focusing on entrepreneurial skills, business development, leadership, financial literacy, and startup management.

f) Student startups and innovation ventures shall be promoted through institutional support mechanisms, including financial assistance, mentorship, infrastructure access, and facilitation of patent filing for innovation outputs.

g) GITM shall provide comprehensive support for intellectual property protection, including patent filing, documentation, prosecution, registration, licensing, and commercialization processes.

h) Faculty members and researchers shall be encouraged and supported to secure copyrights for publications, books, monographs, software, and creative works.

i) Recognition and reward mechanisms shall be instituted for faculty and student achievers through appropriate monetary and non-monetary incentives to promote a sustained culture of innovation and entrepreneurship.

CODE OF ETHICS AND POLICY ON ETHICAL RESEARCH

Scope and coverage

The Research Ethics Committee shall regulate the matter pertaining to:

a. Ethical Research Practices

b. Plagiarism prevention

Need for Code of Ethics and Policy on Ethical Research

GITM College sees many a reasons to adhere to ethical norms in research. The foremost among them is promoting quality research in search of knowledge and truth. It is equally important that prohibitions against artificially constructing, falsifying, or misrepresenting research data and curbing the practice of plagiarism will ensure quality research that contribute to find lasting solutions

Principles of Ethical Research:

GITM college adopt the following principles in ethical research:

- Objectivity: Consciously upholding the values of being independent and true and avoiding individual subjectivity.
- Integrity: Adopting a high level of academic moral character, and intellectual honesty as well as assuming personal responsibility for the actions committed and omitted by the researcher.
- Confidentiality: The researchers must respect the privacy, autonomy, diversity, values and dignity of research subjects and must be very sensitive while disclosing the information and data of public interest by ensuring the privacy and confidentiality of the source of information.
- Transparency: The researchers must be as open as possible with respect to the decisions made and provide justifications for their actions.
- Honesty: The researchers must possess unbiased and honest attitude in knowing and stating the truth.

Research Ethics Committee:

Responsibilities:

1 To review the ethical safeguards of the proposed research.

2. To ensure the rights, safety and well-being of the trial subjects / respondents / participants.

3. To enquire the complaints against research supervisors / guides / candidates and make suitable recommendations to the President

Meetings:

Regular meetings: There shall be regular ethics committee meetings once in every semester. Emergency Meetings: A meeting shall be called for by the member secretary on receiving the advices from the President, whenever there arises emergency situations Note: A request letter may be submitted to the member secretary, by any interested person who seeks an emergency meeting to absolve any issue related to her / his research

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Publication of the Code of Ethics and Policy on Ethical Research:

The college shall publicize the Code of Ethics and Policy on Ethical Research by circulating the same among the research guides / supervisors, registered research candidates, teaching staff of the college as well as published in the College Website in a prominent manner so as to attract the attention of the interested persons.

ESTABLISHMENT OF INTELLECTUAL PROPERTY RIGHTS (IPR) CELL

Gayathri Institute of Technology and Management (GITM) shall establish a dedicated Intellectual Property Rights (IPR) Cell to support researchers, faculty members, students, and innovators in protecting, managing, and commercializing their intellectual property and research outcomes. The IPR Cell shall function as a specialized institutional mechanism to facilitate the protection of inventions, innovations, and creative works through appropriate legal frameworks.

The policy framework includes the following provisions:

a) GITM shall constitute a dedicated body known as the "Intellectual Property Rights Cell (IPR Cell)" with immediate effect.

b) Necessary actions shall be initiated to obtain financial support, approvals, and recognition from Central and State Government agencies such as DST, DBT, AICTE, MSME, Startup India, and other relevant authorities.

c) The IPR Cell shall organize awareness programs, workshops, seminars, and training sessions with financial support from government agencies, industry bodies, professional organizations, and through self-supported institutional initiatives.

d) Capacity building programs shall be conducted by engaging internal experts and external professionals from legal, industrial, research, and innovation ecosystems.

e) Faculty members shall be encouraged and supported to pursue diploma and certificate programs in IPR through recognized platforms such as NPTEL, SWAYAM, Coursera, and other accredited institutions.

f) GITM shall provide comprehensive institutional support to faculty and researchers for filing and processing patents, trademarks, copyrights, and other IPR applications, wherever such protection is necessary to safeguard the value and impact of research outputs.

g) Faculty and students involved in incubation projects, startup ventures, entrepreneurial initiatives, and commercially viable innovations shall be guided and supported to secure patents and copyrights for their projects, products, and intellectual assets.

h) GITM shall institute monetary and non-monetary incentive mechanisms to recognize and reward faculty members and students who successfully obtain patents and develop protected innovations and prototypes.

INCENTIVES & OTHER BENEFITS FOR FACULTY MEMBERS

The Management of Gayathri Institute of Technology and Management (GITM) introduces this policy to motivate and reward faculty and students for active involvement in Research & Development (R&D), funded projects, consultancy, innovation, knowledge upgradation, and entrepreneurial activities. This policy aims to strengthen the institutional research ecosystem, promote quality research output, and enhance global academic and industrial engagement.

Category 1: Publications from WOS (SCI, SCIE, SSCI, ESCI, Q1, Q2, Q3 & Q4) and Scopus.

1. Only research publications in which the author affiliation is clearly mentioned as "Gayathri Institute of Technology and Management (GITM)" shall be eligible for research incentives.

2. The institutional name must be mentioned in full as "Gayathri Institute of Technology and Management (GITM)" in all publications.Any abbreviation, variation, or incorrect institutional name shall render the publication ineligible for incentive claims.

3. Publications indexed in Web of Science databases (SCI, SCIE, SSCI, ESCI; Q1–Q4) and Scopus-indexed journals shall be eligible for an incentive of ₹15,000 per paper (any author).

4. Publications in Scopus-indexed journals (Q1–Q4) shall be eligible for an incentive of ₹10,000 per paper (any author).

5. Publications in UGC CARE / UGC / AICTE approved journals shall be eligible for an incentive of ₹5,000 per paper (any author).

Category 2: Funded R&D Projects from the Government / Industry

1. 10% of the project value for a single member team.

2. 15% of the project value for a team of two or more members (variable %, as per the involvement)

Category 3: Consultancy Projects from the Government / Industry / NGO (Nongovernmental Organization)

1. 40% of the surplus revenue after deducting all the expenses.

2. It will be shared by the team members, as per their contribution.

Category 4: Organizing funded Seminars / Conferences / Workshops

1. 5% of the receipt value for a single member team.

2. 8% of the receipt value for a team of two or more members (variable %, as per the involvement)

Category 5: Attending Seminars / Conferences / Workshops outside Hyderabad / outside India

1. Registration fee will be paid by the college.

2. On-duty will be extended including a day prior and a day after the progarmme.

3. Once in a year it can be availed.

Category 6: Study Online Course in Advanced Domain Area

1. Examination fee will be paid fully, when elite grade (70% and above) is obtained. 2. 50% of Examination fee will be paid, if the exam is cleared.

3. Once in a year it can be availed

Category 7: GITM Awards:

GITM's Annual Research Excellence Awards Subject to approval of R&D Cell will be announced in different categories as given below on Teachers Day:

- Best Research Author Award

- Most Funded Researcher Award

- Best Innovator Award

- Best Consultant Award

Awards will be distributed based on the highest incentive earned by a faculty member in a specific category. These awards will be presented along with a citation and a memento on Teacher's Day.

Category 8: Research at UG, PG and Ph.D. level students:

To enhance the quality of research outcomes, Gayathri Institute of Technology and Management (GITM) actively promotes research opportunities for undergraduate (UG), postgraduate (PG), and Ph.D. students. The institution encourages students to engage in meaningful research activities that lead to tangible outcomes, including publications, innovative processes, prototypes, designs, functional improvements, and technology development. Students involved in funded research projects are also expected to disseminate their knowledge and expertise among UG, PG, and Ph.D. scholars to foster a sustainable and collaborative research culture within the institution.

Research Support Measures for Students at GITM

1.Idea Generation Support:

GITM, through its R&D Cell, provides seed funding for early-stage innovative ideas and concepts that are yet to be published. Financial support shall be provided up to the actual project cost or ₹10,000 (whichever is lower) for approved innovative projects.

2.Academic Project Support:

Student academic research projects shall receive partial financial support based on the recommendation of the respective guide/supervisor/investigator and the research potential of the project. Funding support of up to ₹5,000 per project (per semester/year) shall be provided, subject to approval by the Department Research Committee (DRC) and feasibility of publication in peer-reviewed journals.

3.Paper Presentations and Competitions:

Students shall be encouraged to participate in conferences, seminars, innovation challenges, and competitions through paper presentations and project showcases. Institutional support shall include:

Registration fee reimbursement up to ₹1,000,TA/DA as per college norms(One student per paper and a maximum of two students per challenge),Support shall be provided upon submission of valid documentary proof of participation.

4.Journal Publications:

Students publishing research papers, particularly in journals indexed in Scopus and above, shall be eligible for an incentive of ₹10,000 per publication, subject to the following conditions:
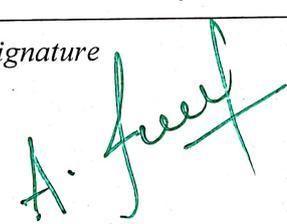
The student must be the first author, The supervisor must be the corresponding author and The incentive shall be paid only to the student, The publication shall count toward the supervisor's annual academic and research targets

5.Departmental Research Fund:

Departments shall allocate funds to promote student research activities from departmental research budgets, subject to a maximum limit of ₹1,00,000 per year for programs with two divisions (calculated on a pro-rata basis for other programs). All funding proposals shall require approval from the Department Research Committee (DRC).

6.Start-Ups and Entrepreneurship Support:

GITM shall provide opportunities for student innovators to establish start-ups in lieu of traditional mini/major projects, seminars, or training activities. Students engaged in incubation and entrepreneurial ventures during their academic tenure may register their companies using the institutional address of GITM, subject to prior approval. Eligible student start-ups shall receive a seed grant of ₹50,000 to support venture development, with funding coordination and facilitation managed by the R&D Cell.

Drafted by:	Recommended by:	Approved by:
Signature	Signature	Signature
Dean R&D	Principal	Director

**This policy shall be reviewed and amended as and when required at the discretion of the Management to ensure alignment with institutional goals and regulatory requirements. For clarifications, the Dean–R&D / Principal shall be the competent authority. In case of any dispute or conflict, a three-member committee chaired by the Principal shall take the final decision in the best interest of the institution and faculty.